



## **Board of Commissioners of Cook County**

### **Labor Committee**

**Wednesday, January 13, 2016**

**9:30 AM      Cook County Building, Board Room, Rm. 569  
118 North Clark Street, Chicago, Illinois**

### **NOTICE AND AGENDA**

There will be a meeting of the Committee or Subcommittee of the Board of Commissioners of Cook County at the date, time and location listed above to consider the following:

### **PUBLIC TESTIMONY**

Authorization as a public speaker shall only be granted to those individuals who have submitted in writing, their name, address, subject matter, and organization (if any) to the Secretary 24 hours in advance of the meeting. Duly authorized public speakers shall be called upon to deliver testimony at a time specified in the meeting agenda. Authorized public speakers who are not present during the specified time for public testimony will forfeit their allotted time to speak at the meeting. Public testimony must be germane to a specific item(s) on the meeting agenda, and the testimony must not exceed three minutes; the Secretary will keep track of the time and advise when the time for public testimony has expired. Persons authorized to provide public testimony shall not use vulgar, abusive, or otherwise inappropriate language when addressing the Board; failure to act appropriately; failure to speak to an item that is germane to the meeting, or failure to adhere to the time requirements may result in expulsion from the meeting and/or disqualify the person from providing future testimony.

## **16-1006**

### **COMMITTEE MINUTES**

Approval of the minutes from the meeting of 12/16/2015

## **16-0544**

**Sponsored by:** JESÚS G. GARCÍA, County Commissioner

### **PROPOSED PREVIOUSLY APPROVED ITEM AMENDMENT**

**Department:** Office of Cook County Commissioner Garcia

**Request:** Amend a previously approved item

**Item Number:** 15-5801

**Fiscal Impact:** N/A

**Account(s):** N/A

**Original Text of Item:**

### **PROPOSED RESOLUTION**

## **ORGAN DONOR LEAVE POLICY**

**WHEREAS**, the need for potentially life-saving organ and bone marrow transplants far exceeds the supply; and

**WHEREAS**, the State of Illinois has recognized the importance of organ donation by providing the opportunity for paid leave to State employees who donate an organ or bone marrow; and

**WHEREAS**, like Illinois, many other jurisdictions have attempted to offset the incidental costs associated with the donation and protect employees from retaliation for taking leave to donate an organ by passing legislation providing job-protected, paid leave to employees who donate organs or bone marrow; and

**WHEREAS**, Cook County currently does not provide job-protected, paid leave for the purpose of organ or bone marrow donation, necessitating employees to use their accrued sick and vacation leave or take unpaid personal leave, if eligible; and

**WHEREAS**, in order to offset the incidental costs associated with donation and protect employees from retaliation for taking a leave of absence to donate an organ, all Cook County agencies and offices should afford paid leave to employees who donate organs or bone marrow; and

**WHEREAS**, the President's Office and the Bureau of Human Resources have researched various organ donor leave policies and as a result, the Bureau of Human Resources has developed an Organ Donor Leave Policy that will provide job-protected, paid leave for the purpose of organ or bone marrow donation; and

**WHEREAS**, the proposed policy would be available to all eligible Cook County employees (employed with the County for at least twelve (12) months) who donate organs or donate bone marrow via surgical aspiration or non-surgical apheresis; and

**WHEREAS**, the risk of complications and death, as well as the burden to the donor in terms of recovery time, pain, and suffering is lowest for apheresis donation and greatest for organ donation; and

**WHEREAS**, an eligible employee who donates bone marrow via non-surgical apheresis would receive five (5) days of paid leave within a twelve (12) month period; and

**WHEREAS**, an eligible employee who donates bone marrow via surgical aspiration would receive fifteen (15) days of paid leave within a twelve (12) month period; and

**WHEREAS**, an eligible employee who donates an organ would receive thirty (30) days of paid donor leave within a twelve (12) month period; and

**WHEREAS**, an eligible employee that donates an organ as of January 1, 2015, that by necessity used their accrued sick and vacation leave or took unpaid leave may recover that time under this policy but may not exceed the thirty (30) days of paid donor leave within a twelve (12) month period; and

**WHEREAS**, the Bureau of Human Resources shall adopt and circulate the Organ Donor Leave Policy to all Cook County agencies and offices as this policy will not only benefit our employees and their families but also the County's overall mission.

**NOW, THEREFORE, BE IT RESOLVED**, that the President and Board of Commissioners of Cook County does hereby direct the Chief of the Bureau of Human Resources to implement an Organ Donor Leave Policy with an effective date of September 1, 2015; and

**BE IT FURTHER RESOLVED**, that all Cook County agencies and offices receive a copy of the Organ Donor Leave Policy issued by the Chief of the Bureau of Human Resources; and

**BE IT FURTHER RESOLVED**, that all Cook County agencies and offices which shall include but not be limited to the offices under the Cook County Board President, Cook County Board of Commissioners, Cook County State's Attorney, Cook County Sheriff, Clerk of the Circuit Court of Cook County, Cook County Board of Review, Cook County Assessor, Cook County Public Defender, Chief Judge of the Circuit Court, Cook County Public Administrator, Cook County Recorder of Deeds, Cook County Health and Hospitals System, Cook County Treasurer, Cook County Clerk, Cook County, Office of the Independent Inspector General, Public Administrator and Cook County Land Bank shall work with the Chief of the Bureau of Human Resources in order to implement the Organ Donor Leave Policy in a manner as drafted by the Bureau of Human Resources among all Cook County agencies and offices.

**Legislative History:** 12/16/15 Board of Commissioners referred to the Labor Committee



Matthew B. DLeon  
Secretary

Chairman: Murphy  
Vice-Chairman: Tobolski  
Members: Arroyo, Butler, Fritchey, Gainer, Garcia, Moore, Sims